



## **NSGA Management Conference & Team Dealer Harassment Policy**

The National Sporting Goods Association (NSGA) is committed to maintaining a positive learning environment in which all individuals are treated with respect and dignity. As such, NSGA has zero-tolerance for discrimination and all forms of harassment. NSGA is committed to providing a harassment-free environment for everyone, regardless of gender, sexual orientation, gender identity, gender expression, disability, physical appearance, ethnicity, religion, citizenship status, political beliefs or any other characteristic protected by law. This zero-tolerance policy means that forms of discriminatory or harassing conduct, including any demeaning, derogatory or intimidating behavior, by or toward any attendee, exhibitor, presenter, or NSGA staff member will not be tolerated.

NSGA is committed to enforcing its policy at all levels within the association and at the NSGA Management Conference & Team Dealer Summit. Any person who violates the NSGA Management Conference & Team Dealer Summit Code of Conduct will be subject to action NSGA deems appropriate, up to and including, expulsion from the NSGA conference without warning or refund and prohibition of attendance from any future event.

If any form of discrimination or harassment is experienced or observed, immediately notify a member of the NSGA on-site staff. Upon receipt of a report alleging discrimination or harassment, NSGA will promptly conduct a full, fair and, to the extent possible, confidential investigation.

Should there be any conflict between the above and the "Sexual and Other Harassment" section of the NSGA Employee Handbook, the language of the NSGA Employee Handbook shall control for NSGA Staff, Board Members and consultants.